

## **42. School Specialization Plan for Promoting Career Development of Adolescents in the Republic of Korea**

Jung-Hee Lim, Ji-Won Kang, Kyeong-Jong Kang

### **1. Research Outline**

The purpose of this study was to develop a plan of introducing specialized secondary schools for activating career development of adolescents in Korea. Basic direction, operational system, short-term and long-term plan, and strategy for the specialization were developed through literature review, statistical data analysis, expert panel interview, and seminar workshop.

### **2. Basic Direction of Specialization**

“The school specialization for developing the aptitudes and the temperaments of adolescents” was established as a vision of the secondary school specialization. The short-term objectives are to convert voluntary schools out of newly-established schools and private high schools into the specialized schools and to expand the school specialization after verifying the outcomes. The long-term objectives are to convert all high schools into the specialized schools and to convert some of the voluntary middle schools into the specialized schools.

To achieve the short-term and the long-term objectives, the strategies such as in-time temperament development, career education systematization, specialized in-school program operation, after-school aptitude program operation, aptitude exploration club activity extension, and specialized out-of-school programs and facilities utilization were presented. To deliver the strategies, students’ thoughts should be changed, parents and teachers should be aware that students discover themselves, social support for eliminating the discriminative treatment according to occupational and educational background should be established, and institutionalized foundation for promoting the school specialization smoothly should be formed.

### **3. Operational System of Specialized Secondary School**

For the operational system of the specialized secondary school to be settled successfully, a linkage system, in which future workforce are cultivated according to the aptitudes and the temperaments of adolescents, among middle schools, high schools, higher education institutes, and industries should be established.

Middle school students should choose appropriate type of specialized high schools based on their own aptitude and temperament. Basic education, technical education in specialized area, aptitude and temperament development education, and field experience education should be delivered in the specialized high schools. The graduates from the specialized high schools can get a job or continue their studies at higher education institutes. Employed workers can get a degree from corporate universities, cyber universities, and also from traditional type of universities.

### **4. Short-Term Plan of Specialization**

Considering current school system, not all high schools can be converted into the specialized high schools within the short period of time. The short-term plan of the specialization consists of three stages. First, the aptitude and temperament education should be intensified in current type of high schools through various programs such as in-school programs, after-school programs, club activities, and out-of-school facilities and programs. Second, some of the voluntary high schools out of newly-established schools and private high schools can be converted into the specialized high schools. The specialization area should be determined by the school itself and the area should be differentiated from the existing special objective high schools. Third, after verifying the outcomes of the voluntary specialized high schools, problems and necessary measures can be identified and a foundation for all high schools to be converted into the specialized high schools can be established.

### **5. Long-Term Plan of Specialization**

After verifying the outcomes of the short-term plan of the specialization, the

long-term plan of the specialization should be introduced. First, to establish a foundation for all high schools to be converted into the specialized high schools, the perceptions of students, parents, teachers regarding occupation, career, aptitude, and temperament should be changed, the legal and the institutional foundation for the operation of the specialized education should be established, sufficient fund should be secured, and related network should be constructed. Second, high schools should be converted into the specialized high schools based on the local environment and problems, so that the necessary measures can be identified. Third, some of the middle schools can be converted into the specialized middle schools and the aptitude and temperament education shall be intensified. A comprehensive career path, which links middle schools, high schools, universities, and employment, can be constructed.

## **6. Strategy for Specialization**

To deliver the plan of secondary school specialization, following strategies are presented: 1) School autonomy and system improvement strategy; 2) Curriculum development strategy; 3) Appropriate teachers' and students' recruitment strategy; and 4) Network construction strategy. Autonomy in curriculum planning, autonomy in textbook choice, and autonomy in overall.

School operations are necessary for the school autonomy and system improvement. To develop appropriate curriculum in the specialization area, the process consisting of specialization area selection, job classification, workforce demand status and prospect analysis, job analysis, educational objectives creation, subject deduction, curriculum establishment, instructional design, textbook development, instruction delivery, and educational evaluation are presented. To secure appropriate teachers for the specialization education, strategies such as teacher relocation, retraining of current teachers, experienced field professional utilization, and exceptional overtime service permission in schools were suggested. To recruit students for the specialization education, public relations activities intensification, school experience program, student recruitment method improvement, student transfer system expansion, and more were suggested. Network strategy among specialized secondary schools, government(Ministry of Education, Science, and Technology), local government offices of education, and industries were presented.